FITNESS REPORT & COUNSELING RECORD (E7-O6) RCS BUPERS 1610-1 3. Desig 1. Name (Last, First MI Suffix) 2. Grade/Rate 4 SSN TAR INACT AT/ADSW/ ACT 6. UIC 7. Ship/Station 8. Promotion Status 9. Date Reported Occasion for Report Period of Report Detachment Detachment of 10. Periodic 11. of Individual 12. Reporting Senior 13. Special 14. From: 16. Not Observed Type of Report 20. Physical Readiness 21. Billet Subcategory (if any) Report 18. Concurrent 19. Ops Cdr 17. Regular 22. Reporting Senior (Last, FI MI) 23. Grade 25. Title 26. UIC 27. SSN 24. Desig 28. Command employment and command achievements. 29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) For Mid-term Counseling Use. (When completing FITREP, 30. Date Counseled 31. Counselor 32. Signature of Individual Counseled enter 30 and 31 from counseling record, sign 32. PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive. 2.0 5.0* PERFORMANCE Pro-Above TRAITS Below Standards Meets Standards Greatly Exceeds Standards gressing Standards Lacks basic professional knowledge Has thorough professional knowledge. Recognized expert, sought after to PROFESSIONAL to perform effectively solve difficult problems. EXPERTISE: Cannot apply basic skills. Competently performs both routine Exceptionally skilled, develops and Professional and new tasks. executes innovative ideas. proficiency, and Fails to develop professionally or Steadily improves skills, achieves Achieves early/highly advanced timely qualifications. qualifications. achieve timely qualifications. qualifications. NOB Displays personal bias or engages Always treats others with fairness Admired for fairness and human **EQUAL** in harassment. and respect. respect. OPPORTUNITY: Tolerates bias, unfairness or Does not condone bias or harassment Ensures a climate of fairness and Fairness, respect harassment in subordinates. in or outside of workplace. respect for human worth. Supports Navy EO objectives. for human worth. Lacks respect for EO objectives. Pro-active EO leader, achieves concrete EO objectives. Interferes with order and discipline Contributes to unit cohesiveness Leader and model contributor to unit by disregarding rights of others. and morale. cohesiveness and morale. NOB Consistently unsat appearance. Excellent personal appearance. -Exemplary personal appearance. **MILITARY** Unsatisfactory demeanor/conduct. Excellent demeanor or conduct. Exemplary representative of Navy. BEARING/ Unable to meet one or more Complies with physical readiness A leader in physical readiness. CHARACTER: physical readiness standards. program, within all standards. Exemplifies Navy Core Values: Appearance, Fails to live up to one or more Always lives up to Navy Core conduct, Physical Values: HONOR, COURAGE, Navy Core Values: HONOR, HONOR, COURAGE, COURAGE, COMMITMENT. COMMITMENT. COMMITMENT. fitness, adherence to Navy Core Values. NOB Creates conflict, unwilling to work Reinforces others' efforts, meets Team builder, inspires cooperation personal commitments to team. TEAMWORK: with others, puts self above team. and progress. Contributions to Fails to understand team goals or Understands team goals, employs Talented mentor, focuses goals and team building and good teamwork techniques. techniques for team. teamwork techniques. team results. Does not take directions well. Accepts and offers team direction. The best at accepting and offering team direction. NOB -Lacks initiative. Takes initiative to meet goals. Develops innovative ways to MISSION ACaccomplish mission. COMPLISHMENT Plans/prioritizes with exceptional Unable to plan or prioritize. -Plans/prioritizes effectively. AND INITIATIVE: skill and foresight. Taking initiative, Does not maintain readiness. Maintains high state of readiness. Maintains superior readiness, even planning, Priorwith limited resources. itizing, achieving -Fails to get the job done. Always gets the job done. Gets jobs done earlier and far mission better than expected. NOB

FITNESS REPORT AND COUNSELING RECORD (E7-O6) (cont 'd) RCS BUPERS 1610-1 1. Name (Last, First MI Suffix) 2. Grade/Rate 4. SSN 3. Desig 2.0 4.0 PERFORMANCE 1.0* 3.0 5.0* Above Standards Pro-TRAITS Below Standards Meets Standards Greatly Exceeds Standards gressing 38. Fails to motivate, train or develop Effectively motivates, trains and Inspiring motivator and trainer, LEADERSHIP: subordinates. develops subordinates. consistently builds winners. Organizes successfully, solves Organizing, Fails to organize, creates problems Superb organizer, great foresight, motivating and for subordinates. problems as they occur. gets ahead of problems. developing others to accomplish goals. Does not set or achieve goals Sets/achieves useful, realistic goals Leadership achievements dramatically relevant to command mission. which support command mission. further command mission. Performs well in stressful situations. Lacks ability to cope with or Perseveres through the toughest tolerate stress. challenges and inspires others. Inadequate communicator. Clear, timely communicator. Exceptional communicator. - Tolerates hazards or unsafe Ensures safety of personnel and Makes subordinates safety-conscious, maintains top safety record. practices.
-Does not attend to welfare of equipment. Routinely considers subordinates' Constantly improves the personal and subordinates. personal and professional welfare. professional lives of others. NOB Has difficulty attaining qualification Attains qualifications as required Fully qualified at appropriate level for rank and experience TACTICAL expected for the rank or experience. and expected. PERFORMANCE: Capably employs ship(s), aircraft, or - Has difficulty in ship(s), aircraft Innovatively employs ship(s), aircraft, or weapons systems. Well (Warfare qualified or weapons systems employment. weapons systems. Equal to others in Below others in knowledge and officers only) warfare knowledge and employment. above others in warfare knowledge Basic and tactical employment. and employment. Warfare skills in specialty equal to employment of Warfare skills in specialty are Warfare skills in specialty exceed others of same rank and experience. weapons systems. below standards compared to others of same rank and others of same rank and experience. experience. NOB 40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two) Recommendations may be for competitive schools or duty assignments such as: LCPO, DEPT CPO, SEA, CMC, CWO, LDO, Dept Head, XO, OIC, CO, Major Command, War College, PG School. 41. COMMENTS ON PERFORMANCE: * All 5.0 and 1.0 marks must be specifically substantiated in comments. Comments must be verifiable. Bold, underlined, italic, or other highlighted type is Prohibited. Font must be 10 or 12 Pitch (10 or 12 Point) only. Use upper and lower case. Promotion Significant Must Early 44. Reporting Senior Address NOB Progressing Promotable Recommendation Promote Problems Promote INDIVIDUAL **SUMMARY** 45. Signature of Reporting Senior 46. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement. I intend to submit a statement. I do not intend to sub I do not intend to submit a statement. Date: Date: 47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report

Date: